

ASSIGNMENT 1

Textbook Assignment: *Navy Equal Opportunity Manual*, OPNAVINST 5354.1E (Basic Instruction); Appendix A "Definition of Terms"; Section I, "Equal Opportunity Responsibilities of Commanders"; Section II, "Additional Equal Opportunity Responsibilities of Shore Commanders"; Section III, "Command Managed Equal Opportunity (CMEO)"; and Section IV, "Prevention of Sexual Harassment."

IN ANSWERING QUESTIONS 1-1 THROUGH 1-8 SELECT THE TERM FROM THE CHOICES GIVEN THAT MATCHES THE DEFINITION IN THE QUESTION.

1-1. The right of all persons to participate in, and benefit from, programs and activities for which they are qualified.

1. Equal opportunity
2. Sexual politics
3. Discrimination
4. Demographics

1-2. Representatives assigned by the commander to ensure that complainant, accused, and witness in an equal opportunity case are informed of the EO complaint process and advised of available support and counseling services.

1. CMEO Manager
2. Legal Officer
3. Advocate
4. Equal Opportunity Advisor

1-3. A division of human beings identified by the possession of traits that are transmissible by descent and that are sufficient to characterize persons possessing these traits as a distinctive human genotype.

1. Race
2. Ethnicity
3. National origin
4. Minority group

1-4. Determining the "health" and functioning effectiveness of an organization by examining such factors as moral, teamwork, and communication.

1. Site visit
2. Quality of life inspection
3. Climate assessment
4. Mission capability assessment

1-5. American Indian or Alaskan Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, and White for DOD reporting are defined as:

1. Demographics
2. Ethnic and racial categories
3. Heritage
4. National origin

1-6. An allegation of unlawful discrimination or sexual harassment (SH) based on race, ethnicity, national origin, sex, or religion.

1. Complaint
2. Fact finding
3. Hearing
4. Mast

1-7. An annual report to DOD that includes data on the number of formal EO complaints, both submitted and substantiated, categorized by race and gender of the complainant.

1. Military Equal Opportunity Assessment
2. Navy Equal Opportunity/Sexual Harassment
3. Discrimination and Sexual Harassment
4. Legal Sufficiency Review

1-8. Processes, activities, and systems designed to prevent, identify, and eliminate unlawful discriminatory treatment as it affects recruitment, training, assignment, utilization, promotion, and retention of military personnel.

1. Affirmative action
2. Informal resolution system
3. Climate assessment
4. Assessment tools

1-9. What enclosure of the Navy Equal Opportunity (EO) Policy provides the definition of EO terms?

1. Enclosure (1)
2. Enclosure (2)
3. Enclosure (3)
4. Enclosure (4)

- 1-10. What is the purpose of the Navy's Command Managed Equal Opportunity Program?
1. To promote protection for minorities
 2. To promote an environment in which all personnel can perform to their maximum ability
 3. To promote positive command morale and Quality of Life
 4. Both 2 and 3 above
- 1-11. The Navy EO Policy discusses issues relating to which of the following?
1. EO only
 2. Supremacist activity
 3. Fraternization
 4. All of the above
- 1-12. Performance evaluations and fitness reports should be based on which of the following factors?
1. Superior resource management
 2. Individual merit, fitness, and capability
 3. Demonstrated performance only
 4. Both 2 and 3 above
- 1-13. Which of the following basic directives gives commanders guidance and outlines specific policies concerning fraternization?
1. SECNAVINST 1610.5
 2. SECNAVINST 5355.1
 3. OPNAVINST 5370.2
 4. OPNAVINST 5354.8
- 1-14. Which of the following basic directives gives commanders guidance on prohibited participation in organizations that support supremacist causes?
1. Navy Regulations Article 1167
 2. DOD 1325.6
 3. Both 1 and 2 above
 4. OPNAVINST 5355.3
- 1-15. Which of the following basic directives gives commanders guidance and outlines specific policies concerning sexual harassment for civilian personnel?
1. SECNAVINST 5300.26
 2. SECNAVINST 12720.5
 3. NAVPERS 15620
 4. SECNAVINST 5212.5
- 1-16. Who has the authority and responsibility to ensure that Navy Core Values are integrated into our daily business?
1. Commander
 2. Department Head
 3. Immediate Supervisors
 4. All of the above
- 1-17. According to Navy policy, individuals in the Navy organization are prohibited from which of the following actions?
1. Take reprisal against a person
 2. Knowingly make a false accusation of unlawful discrimination or sexual harassment
 3. While in a supervisory or command position, condone or ignore unlawful discrimination or sexual harassment
 4. All of the above
- 1-18. Which official is responsible for monitoring the Navy's progress toward accomplishing EO goals and a positive command climate?
1. Navy Inspector General
 2. Secretary of the Navy
 3. Chief of Naval Operations
 4. Special Assistant for Minority Affairs
- 1-19. The Deputy Chief of Naval Operations is responsible for all of the following, except?
1. Ensure all personnel may participate equally in all occupational areas and warfare specialties within legal bounds
 2. Ensure equitable assignment process and leadership opportunities exist for all personnel
 3. Sponsor the EO program for Navy military and civilian personnel
 4. Develop and monitor total force manpower and personnel policies and objectives
- 1-20. Which official is responsible for providing information, assessment, and status reports on minority affairs matters?
1. CNO
 2. CNO N1J/Pers-00J
 3. Pers-6
 4. ISIC

- 1-21. Which official is responsible for maintaining an official toll-free EO/SH advice line?
1. Navy Inspector General
 2. Assistant Commander Navy Personnel Command (Pers 6)
 3. Office of the Judge Advocate General
 4. Secretary of the Navy
- 1-22. The Chief of Naval Education and Training is responsible for all of the following, except?
1. Monitor the command climate of subordinate commands
 2. Function as Navy EO training manager
 3. Coordinate with NAVPERSCOM (Pers 61) and DEOMI to develop Navy specific training for DEOMI EOA graduates
 4. Ensure general military training includes annual EO/SH training and grievance procedures
- 1-23. Which official is responsible for ensuring that all members of a command are familiar with their rights to submit a formal complaint?
1. The division officer
 2. The CMEO officer
 3. The legal officer
 4. The commander
- 1-24. Commanders should ensure which of the following are carried out?
1. Promote a positive command climate through personal example
 2. Ensure unlawful discrimination is absent in administrative and disciplinary proceedings
 3. Provide annual EO training and grievance procedures
 4. All of the above
- 1-25. The purpose of a climate assessment is to determine the health and mission effectiveness of the unit. Which tool can help assist the commander in accomplishing this task?
1. Questionnaires
 2. Military Equal Opportunity Climate Survey
 3. Interviews
 4. All of the above
- 1-26. Which of the following basic directives gives commanders guidance on how often they should conduct a climate assessment?
1. OPNAVINST 5354.3
 2. SECNAVINST 5350.16
 3. DOD 1350.2
 4. DOD 1325.6
- 1-27. Commanders must ensure CMEO Managers meet what criteria?
1. Be designated in writing by the Commander
 2. Attend training as directed by CNET
 3. Both 1 and 2 above
 4. Must be E-7 to E-9 or an officer with 6 or more years of service
- 1-28. Unlawful discrimination or sexual harassment complaints against Flag officers or senior executives service officials are required to be referred by the commander to which of the following officials?
1. NAVINSGEN
 2. CNO
 3. SECNAV
 4. CHNAVPERS
- 1-29. Commanders shall ensure mandatory officer fitness report/enlisted performance evaluation entries are made for service members found guilty, at which of the following, based on commission of a criminal offense involving unlawful discrimination or sexual harassment?
1. Court-martial
 2. Non-Judicial Punishment
 3. Other courts of competent jurisdiction
 4. All of the above
- 1-30. An Equal Opportunity Advisor is required to perform which of the following duties?
1. Serve as advisors and subject matter experts to commanders on EO issues
 2. Screen prospective EOAs
 3. Conduct CNET-authorized EO training
 4. All of the above

- 1-31. A CMEO Manager is responsible for which of the following functions?
1. Ensure the poster, "Navy Procedures for Processing SH/Discrimination Complaints for Military Personnel," is permanently and prominently displayed in the command
 2. Function as the single point of contact when practicable for EO issues
 3. Coordinate with local EOA's
 4. All of the above
- 1-32. In accordance with EO policy, individual service members are required to perform which of the following functions?
1. Provide EO counseling and advice to command members
 2. Treat others with dignity and respect
 3. Hold others responsible and accountable for reporting acts of unlawful discrimination and sexual harassment
 4. All of the above
- 1-33. Sexual harassment is a form of sex discrimination that involves sexual advances that are characterized by which of the following behaviors?
1. Welcomed
 2. Unwelcomed
 3. Solicited
 4. Unsolicited
- 1-34. Which enclosure of the Navy Equal Opportunity Policy provides guidelines on Sexual Harassment?
1. Enclosure (6)
 2. Enclosure (1)
 3. Enclosure (2)
 4. Enclosure (3)
- 1-35. The "Reasonable Person" standard is identified in which of the following definitions?
1. A cheerful person used to determine if behavior meets the legal test for unlawful discrimination and sexual harassment
 2. An understanding person used to determine if behavior meets the legal test for unlawful discrimination and sexual harassment
 3. An objective test used to determine if behavior meets the legal test for unlawful discrimination and sexual harassment
 4. A person in standard agreement with others
- 1-36. The Informal Resolution System was established for which of the following reasons?
1. To determine the severity of an offense
 2. To resolve a complaint at the lowest possible level
 3. To quickly resolve a complaint
 4. None of the above
- 1-37. What is "Red Zone" sexual harassment?
1. Behaviors that are not sexual harassment
 2. Unacceptable behaviors that could be sexual harassment
 3. Behaviors that are always considered sexual harassment
 4. Behaviors that are offensive to a few people
- 1-38. What is "Yellow Zone" sexual harassment?
1. Acceptable behavior
 2. Unacceptable behavior to most
 3. Unacceptable behavior to all
 4. Inappropriate behavior to all
- 1-39. "Green Zone" behavior is a form of sexual harassment that is offensive.
1. True
 2. False
- 1-40. Under the IRS method, a recipient of sexual harassment may elect to resolve a complaint at what lowest possible level?
1. Commander's or counselor's level
 2. Commander's level only
 3. Directly with the offending person
 4. Captain's mast
- 1-41. The Latin term "quid pro quo" relates to which of the following terms?
1. Something for nothing
 2. Offer nothing, receive nothing
 3. Work hard, play hard
 4. This for that
- 1-42. In terms of sexual harassment, which of the following may be considered as sexual in nature?
1. Reading Navy Times
 2. Displaying sexually suggestive pictures
 3. Telling jokes that are not sexually explicit
 4. Complimenting a co-worker on their performance

- 1-43. Which of the following behaviors constitutes sexual harassment?
1. Behavior that is unwelcomed
 2. Behavior that is sexual in nature
 3. Behavior that is connected in some way with a person's job or work environment
 4. All of the above
- 1-44. When using the traffic light analogy to explain sexual harassment an example of green light behavior may be?
1. Off-color jokes
 2. Questions about personal life
 3. Staring
 4. A polite compliment or friendly conversation
- 1-45. When using the traffic light analogy to explain sexual harassment, an example of yellow light behavior may be?
1. Counseling on military appearance
 2. Questions about personal life
 3. Sexual favors in return for employment rewards
 4. Using status to request dates
- 1-46. When using the traffic light analogy to explain sexual harassment, an example of red light behavior may be?
1. Threats if sexual favors are not provided
 2. Sexually explicit pictures
 3. Sexually suggestive touching or gesturing
 4. Both 1 and 2 above
- 1-47. Unwelcome behavior is characterized as behavior that?
1. A person does not ask for and considers undesirable
 2. A person considers defensive
 3. A person doesn't knock before entering
 4. A person doesn't say thank you
- 1-48. Sexual harassment is based on occurrences that involve only male to female incidents.
1. True
 2. False
- 1-49. When an unwelcome sexual behavior produces a work atmosphere that is offensive, intimidating or abusive to another person, this creates a form of sexual harassment known as?
1. Hostile environment
 2. Quid pro quo
 3. Sexual in nature
 4. Sexually oriented environment
- 1-50. Individuals who believe they are being sexual harassed is based on their perceptions.
1. True
 2. False